

California Department of Public Health's Strategic Plan

March 28, 2008

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Strategic Planning

Public Health Colleagues,

I am pleased to present the California Department of Public Health's (CDPH) first Strategic Plan. It was created with input from all CDPH staff as well as external stakeholders.

The CDPH has responsibility for such diverse program areas as infectious disease, chronic disease, healthcare quality, environmental health, family health, emergency preparedness, and health information. This is our essential public health work in which the Department has earned a national reputation. These program areas remain the core of public health in California and are represented in the Department's Core Activities and Essential Public Health Services, which are posted on CDPH's web site.

The CDPH's first Strategic Plan identifies five broad goals the Department will address in response to the issues identified by internal and external stakeholders. There are other areas which the Department needs to address. However, we recognize that we need to focus our efforts to achieve measureable improvement in critical public health and internal support areas.

The goals are the strategic investments this Department will address in the next two fiscal years (July 2008 – June 2010), the design and delivery of which is an ever evolving process and will require us to annually re-evaluate these five goals and our progress toward each of the objectives each year. The Department will continue to work toward excellence in each of the other core program areas. However, for now, the Department will focus its strategic efforts in these five areas.

We are excited about the opportunities CDPH faces in the coming years and appreciate your input into CDPH's first Strategic Plan.

Dr. Mark B Horton
Director

Vision

Healthy individuals and
families in healthful
communities.



Mission

The California Department
of Public Health
is dedicated to optimizing
the health and well-being
of the people in California.



Core Values

- **Collaboration:** We value our partners. We reach out to diverse groups and external stakeholders. We foster both internal and external collaboration. We empower and engage our staff.
- **Competence:** We strive for excellence in all that we do. We invest in our staff and value and reward competence.



Core Values

- ***Equity:*** We foster policies and programs that promote fairness, social justice, equity, and cultural competence.
- ***Integrity:*** We adhere to high ethical and professional standards in our work and relationships. We are honest in our interactions and conscientious stewards of the resources entrusted to us.



Core Values

- ***Respect:*** We treat all people with respect, courtesy, and understanding.
- ***Responsibility:*** We follow through on commitments. We hold ourselves and others accountable for results.



Core Values

- **Trust:** We foster an atmosphere of trust by modeling consistent and professional behaviors and valuing them in others. We strive for transparency in our actions and communications.
- **Vision:** We seek new information and progressive solutions. We encourage innovation and creativity. We work in the present and focus on the future.



Goal 1: Increase Quality and Years of Healthy Life, Reduce Disparities and Promote Health Equity

Objectives

1. Increase to 50% the percentage of recent planning documents on file to support component Healthy People (HP) 2010 measure initiatives by 6/30/09.

A planning document includes:

- Evidence based interventions identified
- Stakeholder communication plan
- Funding plan
- Recent assessment of disparities/inequities



Goal 1: Increase Quality and Years of Healthy Life, Reduce Disparities and Promote Health Equity

Objectives

2. Increase to 90% the percentage of the planning documents on file to support component Healthy People 2010 measure initiatives by 6/30/10.
3. Increase by an average of 5% progress toward California's performance on prioritized subset of the DHHS Healthy People 2010 Goals by 06/30/09. (See next page for subset of HP Goals.)
4. Increase by an average of 10% progress toward California's performance on a prioritized subset of the DHHS Healthy People 2010 Goals by 06/30/10.



Subset of Healthy People 2010 Goals

- Reduce the proportion of nursing home residents with a current diagnosis of pressure ulcers.
- Increase the proportion of persons served by community water systems who receive a supply of drinking water that meets regulations of the Safe Drinking Water Act.
- Decrease percentage of children found to have elevated blood lead levels.
- Reduce deaths due to HIV infection.
- Reduce Tuberculosis.
- Increase the proportion of adults who are vaccinated annually against influenza and ever vaccinated against pneumococcal disease.
- Reduce deaths of infants under one year of age.
- Reduce the proportion of adults who are obese.
- Increase the proportion of adults who engage in moderate/vigorous physical activity.
- Increase the proportion of population-based Healthy People 2010 objectives for which California data are available for all population groups identified in the objective.
- Increase the proportion of Healthy People 2010 objectives for which CDPH data are released within one year of the end of data collection.
- Reduce cigarette smoking by adults.



Goal 2: Prepare for, Respond to, and Recover from Emerging Public Health Threats and Emergencies

Objectives

1. Increase to 80% the percentage of CDPH staff and managers who have successfully completed training in National Incident Management System/Standardized Emergency Management System (NIMS/SEMS) and Joint Emergency Operations Center (JEOC) positions, and are available for deployment by 6/30/09.
2. Increase to 90% the percentage of CDPH staff and managers who have successfully completed training in NIMS/SEMS and JEOC positions, and are available for deployment by 06/30/10.



Goal 2: Prepare for, Respond to, and Recover from Emerging Public Health Threats and Emergencies

Objectives

3. Decrease the average response time between an urgent incident reported to CDPH duty officer and program response initiated to 0.50 hrs by 06/30/09.
4. Decrease the average response time between an urgent incident reported to CDPH duty officer and program response initiated to 0.25 hrs by 06/30/10.



Goal 2: Prepare for, Respond to, and Recover from Emerging Public Health Threats and Emergencies

Objectives

5. Increase to 80% the percentage of laboratory tests supported by the CDPH enterprise wide Laboratory Information Management System by 6/30/09.
6. Increase to 100% the percentage of laboratory tests supported by the CDPH enterprise wide Laboratory Information Management System by 06/30/10.
7. Increase to 43 the number of local health departments with a rating of at least 70% on their Strategic National Stockpile (SNS) by 06/30/09.
8. Increase to 54 the number of local health departments with a rating of at least 70% on their SNS by 06/30/10.



Goal 2: Prepare for, Respond to, and Recover from Emerging Public Health Threats and Emergencies

Objectives

9. Increase the number of state level exercises with a public health component or health care surge component with completed after action reports and successful completion of corrective action plans to two by 06/30/09.
10. Maintain the number of state level exercises with a public health component or health care surge component with completed after action reports and successful completion of corrective action plans at two by 06/30/10.



Goal 3: Improve Quality and Availability of Data to Inform Public Health Decision Making

Objectives

1. Increase to 16% the datasets in the CDPH Data Resource Inventory that collect the Common Core Data Elements by 6/30/09.
2. Increase to 18% the datasets in the CDPH Data Resource Inventory that collect the Common Core Data Elements by 6/30/10.
3. Increase to 16% the datasets in the CDPH Data Resource Inventory that collect the State mandated Race/Ethnicity information by 6/30/09.
4. Increase to 18% the datasets in the CDPH Data Resource Inventory that collect the State mandated Race/Ethnicity information by 6/30/10.



Goal 3: Improve Quality and Availability of Data to Inform Public Health Decision Making

Objectives

5. Increase the percentage of datasets in the CDPH Data Resource Inventory that have geocoded data to 20% by 06/30/09.
6. Increase the percentage of datasets in the CDPH Data Resource Inventory that have geocoded data to 30% by 06/30/10.



Goal 3: Improve Quality and Availability of Data to Inform Public Health Decision Making

Objectives

7. Increase to 50% the percentage of datasets in the CDPH Data Resource Inventory from which de-identified and/or non-confidential data are publicly available via the Internet by 06/30/09.
8. Increase to 70% the percentage of datasets in the CDPH Data Resource Inventory from which de-identified and/or non-confidential data are publicly available via the Internet by 06/30/10.



Goal 4: Promote Quality of the Workforce and the Workplace Environment

Objectives

1. Increase to 50% the percentage of CDPH employees who receive a written annual performance review and Individual Development Plan by their direct supervisor by 06/30/09.
2. Increase to 100% the percentage of CDPH employees who receive a written annual performance review and Individual Development Plan by their direct supervisor by 06/30/10.



Goal 4: Promote Quality of the Workforce and the Workplace Environment

Objectives

3. Increase to 40% the percentage of employees surveyed who rate the CDPH as “very good” or “good” on an anonymous survey of ten aspects of the workplace environment by 06/30/09.

The ten aspects include:

- Organizational Image/perception of others (peers, clients, community)
- Leadership
- Work conditions
- Treatment of employees
- Rewards and recognition
- Teamwork
- Supervision
- Job satisfaction
- Customer focus
- Overall



Goal 5: Improve Effectiveness of Business Functions

Objectives

1. Increase by 10% the number of pending regulation packages filed with the Secretary of State (SOS) within 36 months of development by 06/30/09.
2. Increase by an additional 10% the number of pending regulation packages filed with the SOS within 36 months of development by 06/30/10.
3. Increase to 83% the percentage of invoices processed by Accounting within 30 days of receipt in Accounting by 06/30/09.
4. Increase to 90% the percentage of invoices processed by Accounting within 30 days of receipt in Accounting by 06/30/10.



Goal 5: Improve Effectiveness of Business Functions

Objectives

5. Increase to 85% the percentage of Requests for Personnel Action for appointments receiving approval within 30 days of receipt in the Human Resources Branch (HRB) by 06/30/09.
6. Increase to 95% the percentage of Requests for Personnel Action for appointments receiving approval within 30 days of receipt in the HRB by 06/30/10.
7. Increase to 85% the percentage of contracts processed within 30 days of receipt by Contract Management Unit by 06/30/09.
8. Increase to 95% the percentage of contracts processed within 30 days of receipt by Contract Management Unit by 06/30/10.

